

CVSD CVEA APPENDIX A - SALARY SCHEDULE 2025-2026



Years of Service		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90 or Ph.D.
0	Base Salary	51,370.00	51,702.00	53,111.00	54,522.00	57,895.00	60,356.00	64,888.00	67,809.00
	1% Attract and Retain Stipend	514.00	517.00	531.00	545.00	579.00	604.00	649.00	678.00
	2 Days of Training	570.78	574.46	590.12	605.80	643.28	670.62	720.98	753.44
	*** Two Learning Improvement Days	570.78	574.46	590.12	605.80	643.28	670.62	720.98	753.44
	One Orientation Day	285.39	287.23	295.06	302.90	321.64	335.31	360.49	376.72
	One Classroom/Workspace Set-up	285.39	287.23	295.06	302.90	321.64	335.31	360.49	376.72
	Total Available Compensation	53,596.34	53,942.38	55,412.36	56,884.40	60,403.84	62,971.86	67,699.94	70,747.32
1	Base Salary	53,092.00	53,435.00	54,890.00	56,350.00	59,835.00	62,379.00	67,062.00	70,062.00
	1% Attract and Retain Stipend	531.00	534.00	549.00	564.00	598.00	624.00	671.00	701.00
	*2 Days of Training	589.92	593.72	609.88	626.12	664.84	693.10	745.14	778.46
	*** Two Learning Improvement Days	589.92	593.72	609.88	626.12	664.84	693.10	745.14	778.46
	Orientation Day	294.96	296.86	304.94	313.06	332.42	346.55	372.57	389.23
	One Classroom/Workspace Set-up	294.96	296.86	304.94	313.06	332.42	346.55	372.57	389.23
	Total Available Compensation	55,392.76	55,750.16	57,268.64	58,792.36	62,427.52	65,082.30	69,968.42	73,098.38
2	Base Salary	54,871.00	55,228.00	56,730.00	58,239.00	61,839.00	64,470.00	69,309.00	72,387.00
	1% Attract and Retain Stipend	549.00	552.00	567.00	582.00	618.00	645.00	693.00	724.00
	*2 Days of Training	609.68	613.64	630.34	647.10	687.10	716.34	770.10	804.30
	*** Two Learning Improvement Days	609.68	613.64	630.34	647.10	687.10	716.34	770.10	804.30
	Orientation Day	304.84	306.82	315.17	323.55	343.55	358.17	385.05	402.15
	One Classroom/Workspace Set-up	304.84	306.82	315.17	323.55	343.55	358.17	385.05	402.15
	Total Available Compensation	57,249.04	57,620.92	59,188.02	60,762.30	64,518.30	67,264.02	72,312.30	75,523.90
3	Base Salary	56,710.00	57,078.00	58,632.00	60,190.00	63,912.00	66,633.00	71,633.00	74,794.00
	1% Attract and Retain Stipend	567.00	571.00	586.00	602.00	639.00	666.00	716.00	748.00
	*2 Days of Training	630.12	634.20	651.46	668.78	710.14	740.36	795.92	831.04
	*** Two Learning Improvement Days	630.12	634.20	651.46	668.78	710.14	740.36	795.92	831.04
	Orientation Day	315.06	317.10	325.73	334.39	355.07	370.18	397.96	415.52
	One Classroom/Workspace Set-up	315.06	317.10	325.73	334.39	355.07	370.18	397.96	415.52
	Total Available Compensation	59,167.36	59,551.60	61,172.38	62,798.34	66,681.42	69,520.08	74,736.76	78,035.12
4	Base Salary	58,610.00	58,990.00	60,597.00	62,209.00	66,053.00	68,864.00	74,035.00	77,277.00
	1% Attract and Retain Stipend	586.00	590.00	606.00	622.00	661.00	689.00	740.00	773.00
	*2 Days of Training	651.22	655.44	673.30	691.22	733.92	765.16	822.62	858.64
	*** Two Learning Improvement Days	651.22	655.44	673.30	691.22	733.92	765.16	822.62	858.64
	Orientation Day	325.61	327.72	336.65	345.61	366.96	382.58	411.31	429.32
	One Classroom/Workspace Set-up	325.61	327.72	336.65	345.61	366.96	382.58	411.31	429.32
	Total Available Compensation	60,498.44	60,890.88	62,549.60	64,213.44	68,181.84	71,083.32	76,420.24	79,767.28
5	Base Salary	60,575.00	60,967.00	62,630.00	64,293.00	68,268.00	71,172.00	76,513.00	79,845.00
	1% Attract and Retain Stipend	606.00	610.00	626.00	643.00	683.00	712.00	765.00	798.00
	*2 Days of Training	673.06	677.42	695.88	714.36	758.54	790.80	850.14	887.16
	*** Two Learning Improvement Days	673.06	677.42	695.88	714.36	758.54	790.80	850.14	887.16
	Orientation Day	336.53	338.71	347.94	357.18	379.27	395.40	425.07	443.58
	One Classroom/Workspace Set-up	336.53	338.71	347.94	357.18	379.27	395.40	425.07	443.58
	Total Available Compensation	62,527.12	62,931.84	64,647.76	66,364.72	70,468.08	73,465.60	78,978.28	82,417.32
6	Base Salary	62,606.00	63,012.00	64,725.00	66,446.00	70,555.00	73,557.00	79,077.00	82,497.00
	1% Attract and Retain Stipend	626.00	630.00	647.00	664.00	706.00	736.00	791.00	825.00
	*2 Days of Training	695.62	700.14	719.16	738.28	783.94	817.30	878.64	916.64
	*** Two Learning Improvement Days	695.62	700.14	719.16	738.28	783.94	817.30	878.64	916.64
	Orientation Day	347.81	350.07	359.58	369.14	391.97	408.65	439.32	458.32
	One Classroom/Workspace Set-up	347.81	350.07	359.58	369.14	391.97	408.65	439.32	458.32
	Total Available Compensation	64,623.24	65,042.28	66,810.32	68,586.56	72,828.88	75,927.60	81,625.28	85,155.28
7	Base Salary	64,704.00	65,122.00	66,894.00	68,676.00	72,922.00	76,021.00	81,728.00	85,236.00
	1% Attract and Retain Stipend	647.00	651.00	669.00	687.00	729.00	760.00	817.00	852.00
	*2 Days of Training	718.94	723.58	743.26	763.06	810.24	844.68	908.08	947.06
	*** Two Learning Improvement Days	718.94	723.58	743.26	763.06	810.24	844.68	908.08	947.06
	Orientation Day	359.47	361.79	371.63	381.53	405.12	422.34	454.04	473.53
	One Classroom/Workspace Set-up	359.47	361.79	371.63	381.53	405.12	422.34	454.04	473.53
	Total Available Compensation	66,788.88	67,220.16	69,049.52	70,889.12	75,271.48	78,470.36	84,361.16	87,982.12
8	Base Salary	66,872.00	67,305.00	69,138.00	70,976.00	75,364.00	78,568.00	84,467.00	88,069.00
	1% Attract and Retain Stipend	669.00	673.00	691.00	710.00	754.00	786.00	845.00	881.00
	*2 Days of Training	743.02	747.84	768.20	788.62	837.38	872.98	938.52	978.54
	*** Two Learning Improvement Days	743.02	747.84	768.20	788.62	837.38	872.98	938.52	978.54
	Orientation Day	371.51	373.92	384.10	394.31	418.69	436.49	469.26	489.27
	One Classroom/Workspace Set-up	371.51	373.92	384.10	394.31	418.69	436.49	469.26	489.27
	Total Available Compensation	69,027.04	69,473.68	71,365.40	73,263.24	77,792.76	81,099.96	87,189.04	90,907.08
9	Base Salary	69,559.00	71,454.00	73,354.00	75,254.00	77,889.00	81,202.00	87,298.00	90,994.00
	1% Attract and Retain Stipend	696.00	715.00	734.00	753.00	779.00	812.00	873.00	910.00
	*2 Days of Training	772.88	793.94	815.04	836.14	865.44	902.24	969.98	1,011.04
	*** Two Learning Improvement Days	772.88	793.94	815.04	836.14	865.44	902.24	969.98	1,011.04
	Orientation Day	386.44	396.97	407.52	421.18	442.72	451.12	484.99	505.52
	One Classroom/Workspace Set-up	386.44	396.97	407.52	421.18	442.72	451.12	484.99	505.52
	Total Available Compensation		71,800.76	73,756.88	75,718.08	80,398.88	83,818.48	90,110.96	93,926.08
10	Base Salary			73,850.00	75,813.00	80,499.00	83,924.00	90,224.00	94,015.00
	1% Attract and Retain Stipend			739.00	758.00	805.00	839.00	902.00	940.00
	*2 Days of Training			820.56	842.36	894.44	932.48	1,002.48	1,044.62
	*** Two Learning Improvement Days			820.56	842.36	894.44	932.48	1,002.48	1,044.62
	Orientation Day			410.28	421.18	447.22	466.24	501.24	522.31
	One Classroom/Workspace Set-up			410.28	421.18	447.22	466.24	501.24	522.31
	Total Available Compensation			76,230.12	78,255.72	83,092.88	86,627.96	93,130.96	97,044.24
11	Base Salary				78,353.00	83,197.00	86,737.00	93,247.00	97,140.00
	1% Attract and Retain Stipend				784.00	832.00	867.00	932.00	971.00
	*2 Days of Training				870.58	924.42	963.74	1,036.08	1,079.34
	*** Two Learning Improvement Days				870.58	924.42	963.74	1,036.08	1,079.34
	Orientation Day				435.29	462.21	481.87	518.04	539.67
	One Classroom/Workspace Set-up				435.29	462.21	481.87	518.04	539.67
	Total Available Compensation				80,878.16	85,877.84	89,531.48	96,251.16	100,269.68

12	Base Salary				80,982.00	85,987.00	89,644.00	96,373.00	100,367.00
	1% Attract and Retain Stipend				810.00	860.00	896.00	964.00	1,004.00
***	Two Learning Improvement Days				899.80	955.42	996.04	1,070.82	1,115.18
	Orientation Day				449.90	477.71	498.02	535.41	557.59
	One Classroom/Workspace Set-up				449.90	477.71	498.02	535.41	557.59
	Total Available Compensation				83,591.60	88,757.84	92,532.08	99,478.64	103,601.36
13	Base Salary					88,870.00	92,647.00	99,603.00	103,700.00
	1% Attract and Retain Stipend					889.00	926.00	996.00	1,037.00
***	Two Learning Improvement Days					987.44	1,029.42	1,106.70	1,152.22
	Orientation Day					493.72	514.71	553.35	576.11
	One Classroom/Workspace Set-up					493.72	514.71	553.35	576.11
	Total Available Compensation					91,733.88	95,631.84	102,812.40	107,041.44
14	Base Salary					91,847.00	95,754.00	102,940.00	107,145.00
	1% Attract and Retain Stipend					918.00	958.00	1,029.00	1,071.00
***	Two Learning Improvement Days					1,020.52	1,063.94	1,143.78	1,190.50
	Orientation Day					510.26	531.97	571.89	595.25
	One Classroom/Workspace Set-up					510.26	531.97	571.89	595.25
	Total Available Compensation					94,806.04	98,839.88	106,256.56	110,597.00
15	Base Salary					94,926.00	98,961.00	106,392.00	110,704.00
	1% Attract and Retain Stipend					949.00	990.00	1,064.00	1,107.00
***	Two Learning Improvement Days					1,054.74	1,099.56	1,182.14	1,230.04
	Orientation Day					527.37	549.78	591.07	615.02
	One Classroom/Workspace Set-up					527.37	549.78	591.07	615.02
	Total Available Compensation					97,984.48	102,150.12	109,820.28	114,271.08
16	Base Salary					98,107.00	102,278.00	109,957.00	114,382.00
	1.4% Attract and Retain Stipend					1,373.00	1,432.00	1,539.00	1,601.00
***	Two Learning Improvement Days					1,090.08	1,136.42	1,221.74	1,270.92
	Orientation Day					545.04	568.21	610.87	635.46
	One Classroom/Workspace Set-up					545.04	568.21	610.87	635.46
	Total Available Compensation					101,660.16	105,982.84	113,939.48	118,524.84
17 -<20	Base Salary					98,107.00	102,278.00	109,957.00	114,382.00
	1.4% Attract and Retain & 1.50% Longevity Stipend					2,845.00	2,966.00	3,189.00	3,317.00
***	Two Learning Improvement Days					1,090.08	1,136.42	1,221.74	1,270.92
	Orientation Day					545.04	568.21	610.87	635.46
	One Classroom/Workspace Set-up					545.04	568.21	610.87	635.46
	Total Available Compensation					103,132.16	107,516.84	115,589.48	120,240.84
20 -<25	Base Salary					98,107.00	102,278.00	109,957.00	114,382.00
	1.4% Attract and Retain & 1.75% Longevity Stipend					3,090.00	3,222.00	3,464.00	3,603.00
***	Two Learning Improvement Days					1,090.08	1,136.42	1,221.74	1,270.92
	Orientation Day					545.04	568.21	610.87	635.46
	One Classroom/Workspace Set-up					545.04	568.21	610.87	635.46
	Total Available Compensation					103,377.16	107,772.84	115,864.48	120,526.84
25 +	Base Salary					98,107.00	102,278.00	109,957.00	114,382.00
	1.4% Attract and Retain & 2.00% Longevity Stipend					3,336.00	3,477.00	3,739.00	3,889.00
***	Two Learning Improvement Days					1,090.08	1,136.42	1,221.74	1,270.92
	Orientation Day					545.04	568.21	610.87	635.46
	One Classroom/Workspace Set-up					545.04	568.21	610.87	635.46
	Total Available Compensation					103,623.16	108,027.84	116,139.48	120,812.84